

AMENDMENT TO H.R. 4278
OFFERED BY Mr. Mrvan

At the end of the bill, add the following new section:

1 **SEC. ____.** **INDEPENDENT STUDY REGARDING MANAGE-**
2 **MENT STRUCTURES OF DEPARTMENT OF**
3 **VETERANS AFFAIRS.**

4 (a) **IN GENERAL.**—Not later than 90 days after the
5 date of the enactment of this Act, the Secretary of Vet-
6 erans Affairs shall seek to enter into an agreement with
7 the National Academy of Public Administration (referred
8 to in this section as the “Academy”) under which the
9 Academy shall conduct a study and review of the over-
10 sight, accountability, and performance management struc-
11 tures of the Department of Veterans Affairs.

12 (b) **CONSIDERATIONS.**—In conducting a study and
13 review under this section, the Academy shall—

14 (1) consult with the Secretary and outside
15 stakeholders;

16 (2) take into account previous reports and rec-
17 ommendations pertaining to oversight, account-
18 ability, and performance management of the Depart-
19 ment;

1 (3) examine alternatives and develop rec-
2 ommendations for improving the oversight, account-
3 ability, and performance management of the Depart-
4 ment; and

5 (4) make recommendations to improve the over-
6 sight, accountability, and performance management
7 of the Department.

8 (c) SCOPE.—The scope of the study and review under
9 this section shall include—

10 (1) the organizational structure of the Depart-
11 ment;

12 (2) the employee performance management
13 processes of the Department;

14 (3) training on performance management proc-
15 esses for employees, supervisors, senior executives,
16 and human resources professionals of the Depart-
17 ment;

18 (4) employee professional development pro-
19 grams of the Department; and

20 (5) leadership development programs of the De-
21 partment.

22 (d) BEST PRACTICES.—In conducting the study, the
23 Academy shall review best practices of other Federal agen-
24 cies to determine whether they are applicable to the De-
25 partment.

1 (e) REPORT OF THE ACADEMY.—Not later than 18
2 months after the date of the enactment of this Act, the
3 Academy shall submit to the Committees on Veterans' Af-
4 fairs of the Senate and House of Representatives a report
5 that contains—

6 (1) the findings of the study and review con-
7 ducted under this section; and

8 (2) any other recommendations that the Acad-
9 emy determines necessary and relevant to the study
10 and review.

11 (f) REPORT OF THE SECRETARY.—Not later than 90
12 days after the Academy submits the report under sub-
13 section (e), the Secretary shall submit to the Committees
14 on Veterans' Affairs of the Senate and House of Rep-
15 resentatives a report containing—

16 (1) the evaluation of the Secretary of the find-
17 ings and recommendations made by the Academy;

18 (2) the determination of the Secretary whether
19 to implement such recommendations and findings;

20 (3) a timeline for such implementation; and

21 (4) the determination of the Secretary whether
22 such implementation requires legislation.

